

Region 7 Works Council Action Plan

A support piece for the Classroom to Careers “C2C” Initiative

Preface- The “C2C” Initiative and “C2C” action plan is a separate document that was developed as part of a EWIN/CELL grant and with an additional investment of the Western Indiana Workforce Investment Board (WIWIB). After multiple presentations by the WIWIB executive director, meeting with the Terre Haute Chamber of Commerce Workforce Committee, and meeting with several industry groups individually, the Works Council’s efforts will be best served by focusing on one specific area and then assisting on other “C2C” goals as time and resources allows.

The action plan has been revised to focus on marketing and education within the region and then eventually outside the region of the resources, career pathways, industries, certification opportunities, and workforce potential. Region 7 has become “Lean” and very “Technical” and now the communications piece between education and industry needs strengthened so each can understand the others capabilities. Region 7 also needs potential future companies looking at locating in the region to have a snapshot of what resources including workforce and training capacity.

The Works Council believes the State has given enough flexibility that this is the perfect entity to help bridge all of the gaps between secondary, post-secondary, adult training, industry, local government and help organize and provide high quality marketing information packaged in such a way to build a stronger workforce and attract new hi-tech industry because Region 7 has the ability to train a better quality workforce but Region 7 has to start marketing that ability and share its successes and fill in the gaps.

Respectfully Submitted,
Doug Dillion
Region 7 Works Council Chair

Goal 1: Increase Marketing Efforts for Region 7	
Timeline	Action Step
January 8, 2015	<p>Present marketing strategy, including matching fund component, to the Region 7 Works Council for approval.</p> <ul style="list-style-type: none"> • This program is being designed by Susan Norris, Regional Outreach Coordinator, who has 17 years of experience as Marketing Director for Sullivan County Community Hospital including 15 years with the Sullivan County Community Hospital Foundation. • Brand New & Emerging Automation Technology (N.E.A.T.) as a way to better educate those in industry, our community leaders, and potential future workforce about career opportunities in our Region. Also, promote the WIRED (Welding, Innovation, Robotics, Engineering and Design) and the Energy: Production, Systems and Delivery initiatives, as well as the Robotics pathway in the appropriate areas of the Region. These are all products of innovative curriculum grants received in Region 7. • Educate those beyond our Region of the highly skilled workforce available in Region 7 as well the high tech facilities available and the ability to train employees on a wide range of diverse technical skills. • The plan will outline to industries their return on investment for signing on to support the N.E.A.T program (if awarded the Action Plan Implementation Grant).
January 15, 2015	Apply for \$75,000 Indiana Works Council and CECI Action Plan Implementation Grant.
February 1, 2015	<p>Notify non-industry partners of the grant award.</p> <ul style="list-style-type: none"> • Partners include: <ul style="list-style-type: none"> ▪ Western Indiana Workforce Investment Board ▪ Chamber Of Commerce ▪ Local government ▪ Post-Secondary Institutions • Seek 10 industry partners to become N.E.A.T. sponsors. <ul style="list-style-type: none"> ▪ \$7,500 cash commitment ▪ Items that directly benefit the marketing campaign equal to \$7,500 ▪ Split sponsorships into smaller levels as needed to accomplish goal of raising \$75,000.00 cash for grant marketing activities
June, 2015	<p>Region 7 will obtain 1 large television (42" to 60") to be utilized for displays of video information at community gatherings (i.e. county fairs, festivals, special events, organization/club meetings, shopping areas, etc.) and in schools prior to scheduling in 2016. This will be utilized in conjunction with the annual report information piece and with a representative from the Region to discuss the information being presented and answer questions starting in 2016. The Regional Outreach Coordinator will be the Region 7 representative at such events, as scheduling permits.</p> <ul style="list-style-type: none"> • Television will be secured by June, 2015 in time to begin displays during the 2015 fair/festival season. Current marketing materials will be used the first summer.

July, 2015	<p>The regional outreach coordinator will create an annual report containing relevant information such as number of industry certifications earned in the Region throughout the school year, training facilities and their availability for secondary, post-secondary and adult students/employees, and articles highlighting industry/education partnerships. This report will be reviewed and approved by the Region 7 Works Council prior to printing.</p> <ul style="list-style-type: none"> • Annual report will be utilized to present current and potential industries with data to support the assertion that Region 7 is the community in which to locate for a high-skilled workforce. • Data within the annual report will be compiled for the region as a whole, and also disseminated for each county within the region. • Annual report will be distributed to Economic Development offices, Chamber of Commerce offices, industries, community gathering sites (county fairs, festivals, etc.) and posted electronically on multiple websites (i.e. Work One, Region 7 Works Council, secondary and post-secondary institutions, participating industries). • Data will be collected by June 5, 2015 for first edition. Information will be sent to the printer by July 15, 2015 and reports will be available for distribution by July 29, 2015. Data will be collected for the second edition by June 3, 2016 with information sent to the printer by July 13, 2016. Distribution will begin July 27, 2016. • The Regional Outreach Coordinator will be responsible for compiling data, creating the annual report document, and distributing the report to stakeholders.
August, 2015	<p>Regional Outreach Coordinator will coordinate marketing training for “Elevator Speech” Program. The community leaders will include:</p> <ul style="list-style-type: none"> • CTE Directors • Chamber of Commerce Workforce Committee Chairs • Workforce Investment Board Executive Director • Region 7 Works Council Chairperson • Post-secondary representatives • Local Government Officials (TBD)
Fall, 2015	<p>Implement an “Elevator Speech” training series in which participants are trained to give brief, two-minute speeches on the contents of the annual report, highlights of Region 7 and why the region is the best place for an industry to locate. Marketing and data packets will be distributed at each training session.</p> <ul style="list-style-type: none"> • CTE Directors will be trained and then will speak with CTE teachers, middle school and secondary counselors, students and parents. • The Chairs of the Chamber of Commerce Workforce Committee (or Chamber of Commerce Chairpersons if no Workforce Committee is in existence in a county) will be responsible for educating the Chamber of Commerce Executive Boards. • The Workforce Investment Board Executive Director will ensure that the Western Indiana Workforce Investment Board of Directors, including the head of the Economic Development Corporation and Work One personnel

	<p>are trained to speak with the community.</p> <ul style="list-style-type: none"> • Region 7 Works Council Chairperson will be responsible for training Works Council membership and will also conduct at least three training sessions including appropriate personnel from each county in the Region (one for industry, one for community leadership and at least one for the general public). • Local government officials will share information with those in their department as well as with other local government officials including City Councils, County Councils, and Offices of Area Planning. • Post-secondary representatives will be responsible for training the appropriate personnel on their respective campuses. • All training sessions will be coordinated by the Regional Outreach Coordinator. • A regional workshop will be conducted at Terre Haute North Vigo High School during the first trimester to inform potential Robotics pathway expansion schools of the options available to them. Teachers and Administrators from schools throughout Region 7 will be invited to participate in hands-on activities and receive information to guide them in making the decision to become partners in the Robotics pathway program. If schools decide to participate, the Robotics pathway can be implemented as early as the 2016-2017 academic year.
October 2, 2015	<p>National Manufacturing Day</p> <ul style="list-style-type: none"> • Industry tour for high school and middle school counselors • Kickoff 2015-2016 Counselor Academy • “Elevator Speech” training for counselors
November – March 2015/2016	<p>Promote career pathways to middle school and high school students as they are meeting with counselors to create their schedules.</p>
April – May 2016	<p>Industry Days</p> <ul style="list-style-type: none"> • Provide tours of high school labs to industry. • Speak to industry representatives about career pathways. <p>CTE Director project</p> <ul style="list-style-type: none"> • Seek a sponsor to each have their own virtual display in their CTE district. • Make arrangements to have the display set-up at a minimum of one county fair in their area and have a person man the display during key busy times to help promote the N.E.A.T., WIRED, Energy and Robotics pathway initiatives. • The regional outreach coordinator will provide support resources to all CTE Directors for this project.
June – July 2016	<ul style="list-style-type: none"> • Compile data for the annual report. • Develop new marketing materials for career pathways
August - November 2016	<p>“Elevator Speech” expansion and dissemination of new promotional materials led by regional outreach coordinator.</p> <ul style="list-style-type: none"> • Brief session with previously trained champions giving them new materials and information so they can help spread the word about Region 7. • Provide “Elevator Speech” training opportunities for community organizations so their members can help market the “N.E.A.T.”, WIRED,

	<p>Energy and Robotics pathway opportunities in Region 7.</p> <ul style="list-style-type: none"> • Provide “Elevator Speech” training opportunities for regional industries to help them better understand the workforce that is in the community. • Begin traveling outside the region and presenting what the N.E.A.T., WIRED, Energy and Robotics pathway programs are and share how they work and what results our region is producing.
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Goal 2: Support the Classroom to Careers Initiative	
Ongoing	<p>Classroom to Careers (C2C) Initiative:</p> <ul style="list-style-type: none"> • Help strengthen the regional talent pipeline. • Close skills gap. <ul style="list-style-type: none"> ▪ Provide additional support for the newly formed Robotics pathway to ensure it meets performance goals. ▪ Help set industry certifications metrics that align with industry for all applicable career pathways. • Increase industry/education partnerships • Follow the timeline outlined in the Round 2 Innovative Robotics grant application.
January 5 – January 27, 2015	<p>Prepare for Governor Pence visit of Terre Haute North Vigo High School and unveil the N.E.A.T Robotics Pathway.</p> <ul style="list-style-type: none"> • Bob Graff (Motoman) will provide Motoman Robotics graphics. • Mike Dason (VCSC) will create materials with the N.E.A.T artwork. • Jeanne Conley (VCSC) will oversee site preparation of Terre Haute North Vigo High School. • Doug Dillion will communicate with Governor’s staff to prepare for visit. • Susan Norris (Regional Outreach Coordinator) will coordinate the project and communicate with industry representatives. • VCSC General Services will complete lab renovations at Terre Haute North Vigo High School.
February – March 2015	<p>VCSC and ITCC are awarded Region 7 Innovative Robotics Grant:</p> <ul style="list-style-type: none"> • Doug Dillion will order robots. • Doug Dillion and David Will (ITCC) will meet with Thyssen Krupp Presta to begin plans to move equipment for robotic cell capstone activities. • Doug Dillion and David Will will meet with Sony DADC to begin plans to move equipment for robotic cell capstone activities. • Doug Dillion will work with Terre Haute South Vigo High School administrators and teachers to begin renovations necessary to implement robotics pathway.
April – May 2015	<p>Robotics pathway implementation:</p> <ul style="list-style-type: none"> • Assistant principals at high schools will start accepting shipments of robots from Motoman Robotics. • Doug Dillion and David Will will coordinate with Thyssen Krup Presta on Phase I of moving automation cell parts. • Doug Dillion and David Will will coordinate with Sony DADC on Phase I of moving automation cell parts. • Doug Dillion will work with administrators and teachers at West Vigo High School to begin planning for robotics pathway implementation. This site has additional space restrictions that will present unique challenges that will come with some small schools.

	<ul style="list-style-type: none"> Regional Outreach Coordinator will assist with current N.E.A.T. pathway certification testing and data collection for the 2014-15 academic year. Data collection of industry certifications must be complete before each school in Region 7 dismisses for the summer.
June – July 2015	<p>Motoman Endorsed Robotics Instructor Training (MERIT)</p> <ul style="list-style-type: none"> VCSC and ITCC instructors will attend 4 week training at Motoman Robotics. Regional Outreach Coordinator will compile regional data of certifications earned and other key information related to N.E.A.T. , WIRED, Energy and Robotics pathways. Regional Outreach Coordinator will finalize the data packet and submit it to the Region 7 Works Council for final review and approval prior to printing.
July – August 2015	MERIT certified instructors from VCSC and ITCC will conduct introductory training to robotics teaching team including middle school feeder system Engineering and Technology Education teachers.
<p>Fall, Winter, Spring 2015-2016 and Fall, Winter, Spring 2016-2017</p> <p>2015-2016- The regional coordinator will spend more time developing a better tracking method of certifications that crosses all three levels and will provide us good useable regional data for marketing our region.</p> <p>2016-2017- We anticipate the data collection and tracking of certifications to be much easier enabling us to</p>	<p>New & Emerging Automation Technology (N.E.A.T.) Series:</p> <ul style="list-style-type: none"> Robotics <ul style="list-style-type: none"> Robotics Pathway (Secondary) <ul style="list-style-type: none"> Level One Certification Level Two Certification Advanced Automation and Robotics(Post-Secondary) <ul style="list-style-type: none"> Level One Certification Level Two Certification Level Three Certification (2016-17) Level Four Certification (if demand – 2017-18) Level Five Certification (if demand – 2018-19) Adult <ul style="list-style-type: none"> Level One Certification Level Two Certification Level Three Certification (2016-17) Level Four Certification (if demand – 2017-18) Level Five Certification (if demand – 2018-19) Machining <ul style="list-style-type: none"> Machining Pathway (Secondary) <ul style="list-style-type: none"> Five Basic NIMS Certifications (minimum 3) NIMS CNC Operator – Lathe NIMS CNC Operator - Mill Process Engineering (Advanced CNC) (Secondary) <ul style="list-style-type: none"> NIMS Print Reading and Layout NIMS CNC Operator – Mill NIMS CNC Operator – Lathe NIMS Programing, Setup, and Operations Manufacturing Production and Operations (Post-Secondary) <ul style="list-style-type: none"> TBD Adult

<p>expand marketing and drive more adults to help close the immediate skills gap.</p>	<ul style="list-style-type: none"> ○ NIMS Print Reading and Layout ○ NIMS CNC Operator – Mill ○ NIMS CNC Operator – Lathe ○ NIMS Programing, Setup, and Operations ● Welding <ul style="list-style-type: none"> ▪ Welding Pathway(Secondary) <ul style="list-style-type: none"> ○ AWS Sense ▪ Industrial Technology (Post-Secondary) <ul style="list-style-type: none"> ○ AWS MIG ○ AWS Stick ○ AWS TIG ▪ Adult <ul style="list-style-type: none"> ○ AWS MIG ● Business <ul style="list-style-type: none"> ▪ Multiple Business Pathways (Secondary) <ul style="list-style-type: none"> ○ IC3 ▪ Post-Secondary <ul style="list-style-type: none"> ○ Multiple certifications TBD ▪ Adult <ul style="list-style-type: none"> ○ IC3 ● Logistics <ul style="list-style-type: none"> ▪ Logistics Pathway (Secondary) <ul style="list-style-type: none"> ○ APIX ▪ Advanced Manufacturing and Logistics(Post-Secondary) <ul style="list-style-type: none"> ○ APIX ○ MSSC CLA ▪ Adult <ul style="list-style-type: none"> ○ APIX ○ MSSC CLA ● Production Level Manufacturing <ul style="list-style-type: none"> ▪ Secondary <ul style="list-style-type: none"> ○ None ▪ Advanced Manufacturing and Logistics (Post-Secondary) <ul style="list-style-type: none"> ○ MSSC CPT ▪ Adult <ul style="list-style-type: none"> ○ MSSC CPT ● Auto Service <ul style="list-style-type: none"> ▪ Automotive Service Technology Pathway (Secondary) <ul style="list-style-type: none"> ○ ASE Student Certification Basic Four ▪ Automotive Technology (Post-Secondary) <ul style="list-style-type: none"> ○ ASE Certification ▪ Adult <ul style="list-style-type: none"> ○ ASE presents a challenge because of 2,500 hour work requirement ● Construction <ul style="list-style-type: none"> ▪ Construction Trades Pathway (Secondary) <ul style="list-style-type: none"> ○ Principles of Construction Certification
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	<ul style="list-style-type: none"> <ul style="list-style-type: none"> ○ Basics of Carpentry Certification ▪ Construction Technology (VU) or Construction Management (ISU) Post-Secondary <ul style="list-style-type: none"> ○ TBD ▪ Adult <ul style="list-style-type: none"> ○ Exploring credential through NAHB using WorkINdiana system. • National Career Readiness Certificate (NCRC) <ul style="list-style-type: none"> ▪ Secondary <ul style="list-style-type: none"> ○ Only for pathway concentrators <ul style="list-style-type: none"> • Gold • Silver • Bronze ▪ Post-Secondary <ul style="list-style-type: none"> ○ Only for students pursuing technical field <ul style="list-style-type: none"> • Gold • Silver • Bronze ▪ Adults <ul style="list-style-type: none"> ○ Adults in the WorkOne system <ul style="list-style-type: none"> • Gold • Silver • Bronze
Summer 2015 & 2016	<ul style="list-style-type: none"> • Limited number of post-secondary training opportunities. • Full range of opportunities for adult training. • Help support JAG certification opportunities and work-based learning.